

APPROVED



**SCOTTSDALE HUMAN RELATIONS COMMISSION
VERDE CONFERENCE ROOM
7575 EAST MAIN STREET
SCOTTSDALE, ARIZONA 85251
MONDAY, APRIL 11, 2005**

MINUTES

COMMISSIONERS PRESENT: John Tutelman, Chair
Michele Culver, Vice Chair
Carol Padwe, Commissioner
Enid Seiden, Commissioner
Aubrey Strickstein, Commissioner

ABSENT: Marty Gendron, Commissioner
Ted Tyler, Commissioner

STAFF PRESENT: Velicia McMillan, Staff Liaison

OTHERS PRESENT FOR ALL OR PORTIONS OF THE MEETING:

Christine French, Diversity Leadership Alliance
Marion Kelly, Diversity Leadership Alliance

CALL TO ORDER

Chair Tutelman called the meeting to order at 5:10 p.m.

APPROVAL OF MINUTES

February 28, 2005

Commissioner Padwe requested a correction to the February 28, 2005 meeting minutes. On page 2, under Diversity Leadership Alliance, third sentence change the word exam to examined.

Chair Tutelman requested a correction on page 4, last paragraph; bag piper should be one word.

A motion was made by Commissioner Tyler to approve the February 28, 2005, meeting minutes as amended. Second by Commissioner Seiden and passed unanimously.

DIVERSITY LEADERSHIP ALLIANCE (DLA)

Dr. McMillan introduced Christine French and Marion Kelly from DLA to discuss ways that the SHRC can become sponsors of their upcoming annual conference.

Ms. French presented information on the mission, goals, and objectives of the Diversity Leadership Alliance. She reported their vision is to be an inclusive community where each person is equally respected and empowered. The mission is to guide leaders in the transformation of culture to build an inclusive community. DLA strategy is to provide resources, tools, and forums, to mutually benefit member organizations and the community at large.

Mr. French reported the DLA is a non-profit organization whose membership represents diverse businesses, organizations, and individuals, with the purpose of providing education and consulting opportunities to those who are interested in "Building an Inclusive Community."

Mr. Kelly reported DLA started in 2002 with a diversity leadership roundtable in Phoenix, bringing leaders from various organizations and businesses together to discuss the challenges and potential solutions for business success. The Diversity Leadership Alliance was formed in 2003 with the collaboration of several major companies in Arizona. He further reported DLA serves as a valuable resource for businesses and organizations. We provide members with a unique opportunity for involvement with other professionals who are committed to producing tangible results in their companies. He noted diversity/inclusion is imperative to business success.

Mr. Kelly provided information on the membership, member benefits, and services offered. He also provided information on the monthly workshops. He reported the 2005 DLA Conference & Expo will be held on Wednesday, October 19, 2005 at the Phoenix Civic Plaza.

Mr. Kelly stated the SHRC could help support DLA by sharing this organization with other civic entities in the community. Mr. Kelly and Ms. French responded to questions and comments from the Commission regarding the Diversity Leadership Alliance.

Commissioner Strickstein inquired if DLA is working with other commissions. Mr. Kelly replied in the negative but they are reaching out to other municipalities. Commissioner Strickstein reported there are quarterly Regional Human Relations Commission meetings and instead of making a presentation to each municipality, DLA could present at the Regional meeting. Dr. McMillan reported the next regional meeting will be hosted by Gilbert in May.

SCOTTSDALE POLICE DEPARTMENT SELECTION PROCESS REVIEW

Commissioner Strickstein outlined the progress made during his last meeting with Deputy Chief Raymond Schultz and Cindy Sawyer. He explained that he is working with the leadership to review the current selection procedures and testing materials; determine if the current selection process is fair and reliable, and meets Federal Testing Selection Guidelines; and identifying improvement areas if applicable.

Commissioner Strickstein noted that the Scottsdale Police Department has been willing to share information, but much of the information requested isn't on file. The Police Department selection information received included: technical reports, process steps, 2002-2004 EEO Data, and interview questions. He further noted that he would be meeting with the Psychologist, the city has used for 12 plus years, to go over his testing procedures adding that is the part the Police Department knows the least about. He added the City just sent out a Request for Proposal and the current Psychologist was the only one who responded.

Dr. McMillan inquired with Chief Schultz leaving if it would interrupt this process. Commissioner Strickstein replied he did not think so. He stated Chief Schultz and Ms. Sawyer have been 100 percent supportive of what he has been doing.

Commissioner Strickstein reported there are well-documented procedures. He further noted that the key job descriptions are generic and the job analysis information is lacking. He explained that there is a lot of information that he still needs to review.

Dr. McMillan explained that about a year ago staff started to receive complaints from the community that maybe we should look at the instruments that the city used to test the officers. There appeared to be a difference between the character that they say they are hiring and the behavior being demonstrated in the streets.

Commissioner Seiden shared the negative experience her son-in-law had going through this process noting that he went through the entire process and was never notified why he was not hired.

Commissioner Strickstein explained that there are a lot of steps in the existing process and we are looking to see if we can make the process more efficient. Dr. McMillan thanked Commissioner Strickstein for all of his help adding he is a great asset.

PROMOTING UNITY IN THE COMMUNITY

Commissioner Tyler reported that he met with Dr. John Baracy, Superintendent of the Scottsdale Unified School District and Ms. Katy Cavanagh, Academic Officer of Scottsdale Unified School District, concerning promoting Unity in The Community Program in the schools. He further reported that he discussed three areas: The Community Partnership Program, The Unlearning Racism Program, and the Cross Culture Communication series. He further reported that he also provided information on their discussions with the ADL as strictly an information item.

Dr. McMillan reported there are still a good number of packets left. Vice Chair Culver reported that she has an updated list.

REGIONAL DAY LABORER SUB-COMMITTEE UPDATE

Commissioner Strickstein passed out the minute's form the Regional Day Laborer Sub-Committee meeting. He reported the objective is to understand what each city is doing with regard to the day labor issue. He further reported the committee discussed holding a public forum to learn about day labor issues that is tentatively scheduled for late May or early June to be hosted by the City of Chandler. It was determined each city would poll the city officials to determine if there was any interest in day labor topics. It was determined that poll would be conducted via email. Dr. McMillan suggested sending the email and explaining how the Regional Sub-committee came about and what they are trying to accomplish.

REVIEW SHRC BY-LAWS CONCERNING RETENTION OF RECORDED MINUTES

Dr. McMillan explained currently, the City practice, which is compliant with state law, is to retain recorded minutes until the minutes have been approved by a majority of Council, Commissioners, Board and/or Committee members. She proposed that the Commissioners amend SHRC By-Laws to be consistent with City practice and compliant with state law.

A motion was made by Commissioner Seiden that all official minutes are retained based on City practice and State law. Second by Commissioner Strickstein and passed unanimously.

Commissioner Strickstein inquired if any other areas of the By-laws need to be updated. Dr. McMillan replied this was the only area she felt needed to be changed.

CHAIR REPORTS

Chair Tutelman reported Scottsdale Community College is holding a film series on hate crimes. He noted that there was a newspaper article regarding a report of a swastika adding that it would not stop the hate crimes film series. He further reported there would be additional training for Scottsdale Police Officers dealing with hate crimes.

STAFF LIAISON ITEMS

Dr. McMillan passed out invitations for the commissioners' to meet Scottsdale's first Fire Chief. She reported the next Regional HRC meeting would be held in May and hosted by the City of Gilbert.

ADJOURNMENT

There being no further business to come before the Commission, being duly moved and seconded, the meeting was adjourned at 7:20 p.m.

Respectfully submitted,

“For the Record” Court Reporters.